

Chicago

Univ

UNIVERSITY OF CHICAGO
CHICAGO - ILLINOIS 60637
GRADUATE SCHOOL OF BUSINESS

27 November 1964

ADMINISTRATIVE FILE

Chicago University
X
X

Mr. Harold Gibbons
Assistant to the President
International Brotherhood
of Teamsters
25 Louisiana Avenue
Washington, D. C.

Dear Mr. Gibbons:

I would like to thank you for the most stimulating session last Friday. Several of the seminar members have commented about the value of the session.

Your presentation was impressive because of its clear understanding of the practical world and at the same time a sharp exposition of some of the broader issues and problems. We are indebted to you for your remarks.

Sincerely,

Robert B. McKersie
o.k.

Robert B. McKersie
Associate Professor of
Industrial Relations

RBM:ohl

UNIVERSITY OF CHICAGO
CHICAGO • ILLINOIS 60637
GRADUATE SCHOOL OF BUSINESS

13 November 1964

ADMINISTRATIVE FILE

Chicago University

X 738

X. [unclear]

Mr. Harold Gibbons
Assistant to the President
International Brotherhood
of Teamsters
25 Louisiana Ave., N. W.
Washington, D. C.

Dear Mr. Gibbons:

The luncheon seminar of the Labor Advisory Committee
of the University of Chicago, which you will meet
with on Friday, November 20 at 12:00 o'clock noon,
will convene in Room 200 of the University of Chicago's
downtown center, 64 East Lake Street.

We look forward to meeting with you.

Sincerely,

Robert B. McKersie

Robert B. McKersie
Associate Professor of
Industrial Relations

RBM:ohl

FRANK J. ROGERS, PRESIDENT
RAYMOND DOMESTIC, VICE PRESIDENT
SAM KESSEN, REC. SECRETARY

MICHAEL J. POMUSA
SEC. Y-TREASURER

JOSEPH LESJAK
CHARLES SALETTA
JOHN M. KNIGHT



GROCERY & FOOD PRODUCTS, PROCESSORS, CANNERIES, FROZEN FOOD PLANTS, COFFEE VENDING,
MISCELLANEOUS DRIVERS & SALESMEN, WAREHOUSEMEN & RELATED OFFICE EMPLOYEES UNION

LOCAL

AFFILIATIONS: International Brotherhood of Teamsters,
Chauffeurs, Warehousemen & Helpers of America - Central
Conference of Teamsters; Teamsters Joint Council No. 25

372-5208

205 W. WACKER DRIVE (Room 900)
CHICAGO, ILL. 60606

738

Nov. 9, 1964

ADMINISTRATIVE FILE

Chicago University
X 738
X invitation

Mr. Harold J. Gibbona
International Brotherhood of Teamsters
25 Louisiana Av. N. W.
Washington 1, D. C.

Dear Harold:

Received your letter of Oct. 30, 1964, re: Seminar-Luncheon
at Chicago University.

I have checked this out with Professor McKersel regarding
the date and since November 20th would be satisfactory with you,
he agrees that this date is acceptable for his purpose, as well.

As for any further details, I am to understand that Professor
McKersel will write and give you same.

With the best of luck for a successful seminar-luncheon,
I remain

Fraternally yours,

Michael J. Pomusa
Secretary-Treasurer

MJF:mg

UNIVERSITY OF CHICAGO
CHICAGO • ILLINOIS 60637
GRADUATE SCHOOL OF BUSINESS

6 November 1964

Mr. Harold Gibbons
Assistant to the President
International Brotherhood
of Teamsters
25 Louisiana Ave., N. W.
Washington, D. C.

Dear Mr. Gibbons:

We are delighted that you can meet with our Labor
Advisory Committee. Friday, November 20, is fine.
We will meet over lunch from about 12:00 - 2:00.
I will inform you later about the exact location--
it will be at a Loop restaurant.

Sincerely,

Robert B. McKersie

Robert B. McKersie
Associate Professor of
Industrial Relations

REM:ohl

November 3, 1964

Mr. Michael Fomuse, Sec. - Treasurer
Teamsters Local Union No. 738
205 West Wacker Drive
Chicago, Illinois 60606

Dear Mike:

Thank you for your letter of October 30th, dealing with matter of Professor McKersie's interest in my attending a seminar-luncheon in the latter part of November.

Looking at my schedule, it would appear that November 20th would be a satisfactory date with me. Please check with Professor McKersie and advise me as to whether or not this is agreeable. If this is not a good time, I would also be available on the 23rd, 24th, or 25th.

Fraternally yours,

H. J. Gibbons
Vice-President

HJG/mc

FRANK J. ROGERS, PRESIDENT
RAYMOND DOMENIC, VICE PRESIDENT
SAM KESSEN, SEC. SECRETARY

MICHAEL J. FOMUSA
SECY-TREASURER

TRUSTEES: JOSEPH LESJAK
CHARLES SALETTA
JOHN MCKNIGHT



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AFFILIATIONS: International Brotherhood of Teamsters,
Chauffeurs, Warehousemen & Helpers of America - Central
Conference of Teamsters; Teamsters Joint Council No. 25

372-5208

203 W. WACKER DRIVE (Room 900)
CHICAGO, ILL. 60606

LOCAL
738

ADMINISTRATIVE FILE

Chicago University
X-738
X-Invitation

Oct. 30, 1964

Mr. Harold J. Gibbons
International Brotherhood of Teamsters
25 Louisiana Av. S. W.
Washington 1, D. C.

(Central Conference of Teamsters
1641 So. Kingshighway
St. Louis, Missouri)

Dear Harold:

I have tried to reach you by 'phone, but to no avail. If you will recall, the last time you were in my office I spoke to you about Chicago University having you as a guest speaker for one of their seminars. In speaking to Professor Robert McKersie, he would be greatly interested in having you attend a seminar-luncheon at noon in the latter part of November; anytime between the sixteenth and twenty-fifth.

I hope your schedule will permit you to attend and if you can accept, give me the available date that I may advise the University.

Please either call - or write - and advise me whether you will be available for such an appearance at the University.

As ever,

Faternally yours,

MJF
Michael J. Fomusa
Secretary-Treasurer

MJF:mg

FRANK J. ROGERS, President
RAYMOND DOMENIC, Vice President
SAM KESSEN, Sec. Secretary

MICHAEL J. POMUSA
Sec'y-Treasurer

TRUSTEES
JOSEPH LESJAK
CHARLES SALETTA
JOHN MCKNIGHT



GROCERY & FOOD PRODUCTS, PROCESSORS, CANNERIES, FROZEN FOOD PLANTS, COFFEE VENDING,
MISCELLANEOUS DRIVERS & SALESMEN, WAREHOUSEMEN & RELATED OFFICE EMPLOYEES UNION

AFFILIATIONS: International Brotherhood of Teamsters,
Chauffeurs, Warehousemen & Helpers of America - Central
Conference of Teamsters; Teamsters Joint Council No. 25

372 5208 • 205 W. WACKER DRIVE (Room 800)
CHICAGO, ILL. 60606

LOCAL
738

Oct. 30, 1964

Mr. Harold J. Gibbons
International Brotherhood of Teamsters
25 Louisiana Av. N. W.
Washington 1, D. C

Dear Harold:

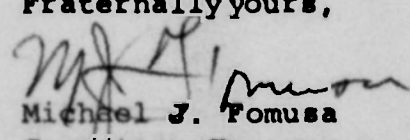
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I hope your schedule will permit you to attend and if you can accept, give me the available date that I may advise the University.

Please either call - or write - and advise me whether you will be available for such an appearance at the University.

As ever,

Faternally yours,


Michael J. Pomusa
Secretary-Treasurer

MJF:mg

NOV 5 1964

CHICAGO

15714

15714

ADMINISTRATIVE FILE

Chicago, University of

X

X

April 4, 1963

C
O
P
Y

Mr. Joel Seidman
Professor of Industrial Relations
University of Chicago
Graduate School of Business
Chicago 57, Illinois

Dear Mr. Seidman:

In answer to your letter of April 3 with respect to the reduced retirement age under the Central States Pension Plan, two factors were primarily responsible.

The first and most important can be summarized in the phrase "job security." In the light of piggyback and similar technological developments in the industry, reducing the retirement age creates new opportunities for employment and protects existing employees.

A second factor is safety. Over-the-road truck driving, although made easier to some extent by new roads, limited access highways and better motive equipment, still takes a physical toll of those who have been engaged in over-the-road driving for many years. As you know, much over-the-road trucking has to be carried on less than adequate highways, two-lanes, winding, bad shoulders, glare of oncoming head lights, etc. We have been finding that over-the-road truck drivers' vision tends to suffer as a result, particularly those who regularly drive at night.

I hope these brief comments will be of help. Best wishes,

Very truly yours,

Abraham Weiss
Economist

AW/lp

UNIVERSITY OF CHICAGO
CHICAGO 37 • ILLINOIS
GRADUATE SCHOOL OF BUSINESS

JOEL SEIDMAN
Professor of Industrial
Relations

April 3, 1963

Mr. Abraham Weiss
Research Director
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D. C.

Dear Mr. Weiss:

I am preparing an article for the June issue of the Monthly Labor Review on the subject of "Union Response to Insecurity," in the course of which I say that "The Central States, Southwest and Southeast Areas Fund of the Teamsters has recently reduced the normal retirement age of covered workers from 60 to 57."

My editor now asks whether this change was made because the number of jobs was decreasing, or because of some other reason. Could you throw any light on this? I shall be sending in my revised manuscript in about a week, and would be very grateful for any brief statement that you could send me by that time.

Sincerely,

Joel Seidman
Joel Seidman

JS/b

views opp for union - side of p. b. etc + safety factor.
→ p. b. etc.

ADMINISTRATIVE FILE
Chicago, University of
X
X

January 9, 1963

C
O
P
Y

Prof. Joel Seldman
Department of Industrial Relations
Graduate School of Business
University of Chicago
Chicago 37, Illinois

Dear Prof. Seldman:

To further supplement the materials I sent you on
December 26, I am enclosing an article which appeared
in the December 28 issue of The Washington Teamster on
the New York brewery locals' plan to buck automation.

I trust you will find it helpful.

Very truly yours,

Abraham Weiss
Economist

AW/lp
Encl.

THE UNIVERSITY OF CHICAGO
THE DOWNTOWN CENTER
66 EAST LAKE STREET
CHICAGO 1-ILLINOIS

December 4, 1962

TELEPHONE FINANCIAL 61000

Mr. Harold J. Gibbons, Vice President
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington 1, D.C.

Dear Mr. Gibbons:

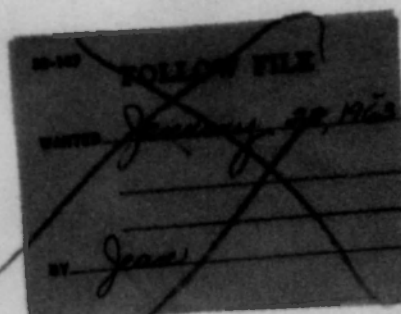
Professor Joel Seidman has suggested that I write you in order to bring to your attention a special one-day seminar which The University of Chicago is presenting. Some mimeographed copies of the program for the Midwest Seminar on NLRB Policy Changes are enclosed. Copies of the printed program will be ready by December 10. We would be happy to forward copies of this brochure for distribution. Tuition for the seminar has been set at \$20 per person including luncheon and materials. Both the quality of our program and its subject are attracting considerable interest.

Looking forward to meeting you, I am

Sincerely yours,

Sam Mitchell
Samuel H. Mitchell
Director, Union Research and
Education Projects

SHM:ed
enc



The University of Chicago

UNIVERSITY EXTENSION
64 EAST LAKE STREET

FINANCIAL 6-8300
CHICAGO 1, ILLINOIS

The Downtown
Center



MIDWEST SEMINAR ON N.L.R.B. POLICY CHANGES:
Significant Board Rulings together with
Important Arbitration and Judicial
Decisions

at

The Center for Continuing Education, The University of Chicago, 1307 E. 60th Street,
Chicago 37 February 2, 1963 9 a.m. - 5:30 p.m.

Seminar Chairman: Harold Katz, Chairman, U.S. National Committee, International
Society for Labor Law and Social Legislation (Chicago)

SESSION I: CHANGING OBLIGATIONS UNDER THE DUTY TO BARGAIN -- R. W. Fleming, Faculty,
University of Illinois (Urbana), and Chairman of the President's Board
of Inquiry for the Atlantic and Gulf Longshore Strike

Comments: Frederick Livingston, Attorney (New York City), and
Harold Crane, General Counsel, UAW (Detroit)

CHOICE OF SESSION IIA or IIB

SESSION IIA: EMPLOYER 'FREE SPEECH' AND EMPLOYEE RIGHTS -- Jack Barbash, Faculty,
University of Wisconsin (Madison), and former Research and Education
Director, Industrial Union Department, AFL-CIO

Comments: Theophil Kamholz, Attorney (Chicago), and former General
Counsel, N.L.R.B., and Abner Mikva, Attorney, (Chicago)

SESSION IIB: RESTRICTIONS ON PICKETING AND BOYCOTTS -- William Feldeaman, Solicitor,
National Labor Relations Board (Washington)

Comments: Lester Ashor, General Counsel, Illinois State AFL-CIO, (Chicago)
and Willis Hyas, Chairman, Labor Law Section, Illinois State Bar
Association (Chicago)

LUNCHEON

"DEVELOPMENTS IN THE ADMINISTRATIVE REMEDY" -- The Honorable Frank McCulloch, Chairman,
National Labor Relations Board
Presiding: George Shultz, Dean, Graduate School of Business, The University of Chicago

SESSION III: ENFORCING LABOR CONTRACTS AND ARBITRATION AWARDS -- Philip Marshall,
Attorney and Arbitrator (Milwaukee)

Comments: J. Albert Woll, General Counsel, AFL-CIO (Washington), and
Alan Nolan, Attorney (Indianapolis)

SESSION IV: PLANT REMOVALS AND SUBCONTRACTING OF WORK

A. Seniority Transfer Rights -- Ben Aaron, Director, Institute of Industrial
Relations, University of California (Los Angeles),
and President, National Academy of Arbitrators

Comments: Lee Shaw, Attorney (Chicago), and Irving Friedman, Vice-
Chairman, Labor Law Committee, Chicago Bar
Association (Chicago)

B. Social and Economic Considerations -- Arnold Weber, Faculty, The University of
Chicago

C. Decisive Elements in Subcontracting Cases -- Allen Dash, Arbitrator (Philadelphia),
and Former President, National Academy of
Arbitrators

Comments: Max Raskin, Attorney (Milwaukee)

The University of Chicago

UNIVERSITY EXTENSION
64 EAST LAKE STREET

FINANCIAL 6-8300
CHICAGO 1, ILLINOIS

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Comments: Max Raakin, Attorney (Milwaukee)

The University of Chicago

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Arbitrators

Comments: Max Reagin, Attorney (Milwaukee)

The Downtown
Center



ADMINISTRATIVE FILE

Chicago University of
X Saidman, Joel
X

October 4, 1962

Mr. Joni Saidman
Professor of Industrial Relations
University of Chicago
Chicago, Illinois

Dear Mr. Saidman:

Attached I am returning one copy of the transcript on our recent discussion on white-collar unionism. I see no changes necessary in my part of the discussion. Whoever did the editing did a very good job.

I, of course, have no object to its publication and would appreciate your sending me two copies of the finished product. It was good to hear from you.

Very truly yours,

H. J. Gibbons
Executive Assistant
to the General President

HJC/mc

Enclosure

Office of the General President

To: Al Weiss

From: H. J. Gibbons

October 4, 1962
DATE

Attached is a transcript of a white-collar
organizing discussion in which I participated at the
University of Chicago. I thought you might want to take
a look at it.

H. J. Gibbons
Executive Assistant
to the General President

HJG/mc

UNIVERSITY OF CHICAGO
CHICAGO 37 • ILLINOIS
GRADUATE SCHOOL OF BUSINESS
September 29, 1962

Mr. Harold Gibbons
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D.C.

Dear Harold:

It has been a long time since you participated with Everett Kasslow in the session in Chicago, that I chaired, on white collar unionism. We taped that session, as you may recall, and decided long ago that it would be a good one to edit and publish, in view of the many requests that we received for a copy of the proceedings.

After this long delay, which all of us regret, we are finally ready to proceed with publication, with the Industrial Relations Center here prepared to publish the material. First, however, we wanted to send you the edited manuscript, so that you might have an opportunity to make whatever changes seemed appropriate, and to make sure that you had no objection to publication. Fortunately the material remains good, despite the lapse of time, and I am confident that publication will meet with a good response.

I am enclosing two copies, one for you to correct and return to us and the other for your files. Could I hear from you as soon as you have an opportunity to read and correct the manuscript?

Cordially,

Joel Seidman

Joel Seidman
Professor of Industrial Relations

JS:ac
Enclosures

6.25.62
ADMINISTRATIVE FILE
STUDENT GOVERNMENT X

Chicago, University of
Invitation
The University of Chicago X

CHICAGO 37 • ILLINOIS

IDA NORTON HALL, 1212 EAST 59TH STREET • MIDWAY 3-0800, EXT. 3274

Mr. James R. Hoffa
General President, INT
25 Louisiana Avenue, N.W.
Washington 1, D.C.

Dear Mr. Hoffa:

On behalf of the Student Government at the University of Chicago, I would like to thank you for speaking here last Friday evening May 18th. We found your lecture both interesting and enlightening.

Thanks again.

Sincerely yours,

Arthur MacBenn
Arthur MacBenn, President

AM: ejk

STUDENT GOVERNMENT

The University of Chicago

CHICAGO 27 - ILLINOIS

100 North Hall, 1217 East 57th Street - MICHIGAN 1-1000, Ext. 1274

May 11, 1962

Mr. B. J. Gibbons
Executive Assistant to the General President
International Brotherhood of Teamsters
25 Louisiana Ave.
Washington 1, D.C.

Dear Sir:

There are two additional items that have come to my attention since my last letter. The first concerns the matter of a proper speaker to introduce Mr. Hoffa. I feel Mr. Heralt W. Professor in the Division of Social Sciences, is highly qualified for this task; however, I shall not approach him until you have communicated agreement. If there are alternative members of the faculty whom you wish to have considered, or if you wish to leave the matter to my discretion, please write to that effect.

I would like to know, if Mr. Hoffa is to arrive in Chicago prior to Friday, whether he wishes to hold a press conference; and, if he is to remain over the weekend, whether he would like to have dinner and informal discussion Saturday or Sunday with students in one of the dormitories.

Sincerely yours,

Lincoln Ramirez
Special Assistant to the President

LRA/ha

ADMINISTRATIVE FILE

Chicago Univ. of

X Sullivan

X Friedman, Leonard M.

STUDENT GOVERNMENT
The University of Chicago

CHICAGO 37 • ILLINOIS

156 North Hall, 1212 East 59th Street • Midway 3-0800, EXT. 1274

May 9, 1962

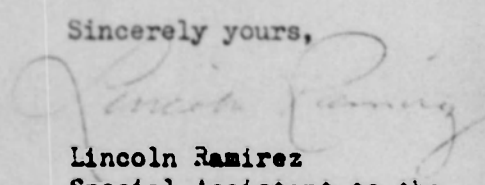
Mr. H. J. Gibbons
Executive Assistant to the General President
International Brotherhood of Teamsters
Chauffeurs-Warehousemen & Helpers of America
25 Louisiana Ave., N.W.
Washington 1, D.C.

Dear Sir:

This is to acknowledge the receipt of the publicity materials in preparation for Mr. Hoffa's appearance. His lecture is planned for 8:30 p.m., May 18th at Mandel Hall. Mandel Hall is located on the University of Chicago campus at 57th and University.

It is hoped that he will be able to address the students for at least two hours, a portion of which time should be devoted to answering written questions from the floor. If Mr. Hoffa plans to be in Chicago before the evening of the 18th, I would like to be able to contact him or his representative to make any final arrangements.

Sincerely yours,


Lincoln Ramirez
Special Assistant to the
President

LFR/kcj

May 2, 1962

Mr. Lincoln Ramirez
Student Government
The University of Chicago
1212 East 59th Street
Chicago 37, Illinois

Dear Sir:

With reference to Mr. Hoffa's scheduled appearance
on May 18, would you be kind enough to forward me the time, and
place of this affair.

Very truly yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yk

STUDENT GOVERNMENT
The University of Chicago

CHICAGO 37 - ILLINOIS

IDA NORTON HALL, 1212 EAST 59TH STREET - MIDWAY 3-0800, EXT. 3274

April 23, 1942

H. J. Gibbons, Executive Assistant to the General President
International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America
25 Louisiana Avenue, N. W.

Dear Sir:

Thank you for your confirmation of Mr. Hoffa's proposed May 18
appearance on this campus.

Although the topics to be covered are entirely his choice, the
following have been suggested: 1) the role of the American labor
movement in politics, 2) the relation of the labor movement and the
federal government, 3) conflicts within the American labor movement.

I would greatly appreciate the receipt of the topics to be covered
together with some material in the nature of a biographical sketch.
For the purpose of publicity a photograph of Mr. Hoffa would be
welcome.

There is wide interest for the problems that confront labor today,
particularly when presented from the position of the independent
labor union, and the students here are looking forward to Mr. Hoffa's
appearance.

I have been delegated the responsibility for the particular arrangements
of the lecture and anticipate further correspondence with you.

Sincerely yours,

Lincoln Ramirez
Lincoln Ramirez
Special Assistant
to the President

February 20, 1962

Mr. Leonard M. Friedman, President
Student Government
The University of Chicago
1212 East 59th Street
Chicago 37, Illinois

Dear Mr. Friedman:

We have your letter of February 13 and President Hoffa would be happy to address the students of the University of Chicago.

As you are aware, President Hoffa is under a very heavy work schedule and at the present moment has pending court appearances which may interfere with any commitment he makes as to appearances. However, tentatively he will accept the date of May 18 and make every effort to be present unless, as I pointed out above, some court appearance may interfere. No expenses will be involved in this speaking engagement.

Very truly yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yk

CHICAGO 37 • ILLINOIS

February 13, 1962

Dear Sir:

Hoping that you will be able to reply in the near future with an acceptance of this invitation, I am,

Sincerely yours,
Leonard M. Friedman
 Leonard M. Friedman, President

ADMINISTRATIVE FILE ☒
Chicago, University of
X Eby, Kermit
X

February 8, 1962

Mr. Kermit Eby
Billings Hospital
Chicago, Illinois

Dear Kermit:

I have just learned of your being confined to the
hospital. I hope that it is nothing serious and that you will
rapidly recover and leave the hospital.

My very best wishes.

Sincerely yours,

H. J. Gibbons

HJG/yl

THE UNIVERSITY OF CHICAGO
UNIVERSITY COLLEGE
THE DOWNTOWN CENTER

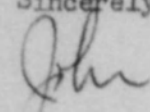
February 7, 1962

Dear Harold:

Perhaps you may not have heard, but
Vernit Eby is critically ill in this University's
Billing's Hospital.

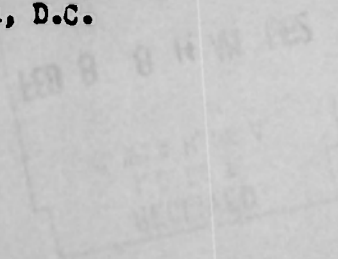
As I gather he is not seeing visitors
at the present, but I am sure he would appreciate
a note.

Sincerely,



John W. McCollum

Mr. Harold Gibbons, Vice President
International Brotherhood of Teamsters
25 Louisiana Ave., N.W.
Washington 1, D.C.



File
✓ ADMINISTRATIVE FILE ✓
Chicago, University of
X chf, Kermit
X Personnel - Hoffa, James P.

5 October 1961

Mr. Kermit Eby
The University of Chicago
Division of the Social Sciences
Chicago 27, Illinois

Dear Kermit:

I have your letter of September 25, 1961. Thank you very much for sending me the article on Hoffa.

I read the article with interest and think that the article is very sound and is essentially correct.

Yours truly,

H. J. Gibbons,
Executive Assistant to the
General President

HJG:gw

THE UNIVERSITY OF CHICAGO
CHICAGO 37 - ILLINOIS
THE DIVISION OF THE SOCIAL SCIENCES

September 25, 1961

H. J. Gibbons
Executive Assistant to the General President
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington 1, D. C.

Dear Hal,

I wonder what you think of the enclosed
article I have just done on "The Teamsters
and Hoffa"?

Regards,

Kermit By
Kermit By

KE:dt
enc.

The University of Chicago
Chicago 37, Illinois

THE TEAMSTERS AND HOFFA

By
Kermit Eby

The priorities in the above title are deliberate. It has always been my contention that the base on which leadership rests is more important than the leadership which emerges from it.

In other words, I became interested in the Teamsters when Dave Beck was their president and Hoffa was in the wings. This interest took me into many a truck stop as we drove across the United States in the summer of 1957. It continues to be a preoccupation of mine to balance what I read about Hoffa with what his members think of him.

About a year ago, I had the good fortune of appearing with James Hoffa for about four and a half hours on Kap's "At Hand," the Chicago television show. So my scores are naturally personal and subjective.

The Teamster is the last of the individualists in the American labor force. Truck drivers generally work alone. Most of his time on the job is out of the range of the employer. On the road he confronts a hostile world: traffic, the police, long waits to load and unload at docks, the physical impacts of

jestling and funne from vehicles, long periods away from home if he's in the "over-the-road" alienification. The high-powered equipment he uses gives him a sense of power which he does not have. The average educational level is low, and many young men become truck drivers as assertions of independence from family controls. In terms of social position (as a man to marry) the truck driver was historically rated with itinerants. The fact that he could be replaced by anyone with a chauffeur's license gives the truck driver a latent sense of economic insecurity. The prognosis of his economic future is blurred; you don't see old truck drivers, for the job takes its physical toll and reflexes dim with the years. Sociologists rate truck drivers in the "upper lower-class," with generally downward mobility. His goals are more pay and more pay immediately. Generally, truck drivers would refuse factory jobs paying higher wages. A few will declare their aim as the purchase of a few trucks to become a hauling contractor. Others are vague as to what they'll do when they're too old to man their vehicles. The prospects: dispatching, working on the clock, an "inside job," being a watchman--joining the middle-aged supply of unskilled labor.

Although the International Brotherhood of Teamsters include warehouse workers, factory workers, retail clerks, and numerous other types of labor in its membership, the truck driver is dominant in setting the tone of the organization.

What is his attitude toward his union? He knows that economically his wages have pushed ahead of factory pay scales, enabling him to overcome some of the social deficiencies applied by society to the general image of the "truck driver" (an attitude reflected in every word and gesture of Hoffa's). He hopes that his wage levels will permit his children to move out of the working class into either white collar or professional employment. None see their children as following their father's way of making a living.

He sees his union as operative for him when he is in difficulty with employer or the police. Therefore, he wants his union to have "muscle" and influence. The long-time union member sees his organization as the instrument for pensions and welfare benefits. The truck driver as a worker lacks the kind of craft loyalty of the skilled tradesmen. Hence, the "Teamster" becomes a symbol to which he can attach himself. Basically, his attachment to his union is stronger than his relationship to his employer.

Yet, the Teamster's approach to his union is impersonal. He views his international union as a vague element in his constellation, as remote as Congress or the President. He will know people at the lowest level of the union hierarchy--the steward and business agent--since they collect dues and are the people to see when a problem arises or when he needs another job.

The full name of the Teamsters Union is the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers Union. But to the individual truck driver his union is Local 734, or 781, or 743. The rolling abstractions in the official title are meaningless to the average member. The collective bargaining situation described above is a major factor.

Before Dave Beck became a national figure because of his financial ambitions and irregularities, his name meant little to individual members. The same would be true of any president of the international union. Thus, whatever happened in the higher realms of the organization was of minor personal concern to the member.

Aside from the specific factors involved in setting the Teamster's loyalty (or affiliation), identification is with the local union. Within any local union, according to the writer's observation and discussions with skilled researchers in the field, the characterization of members' attitudes toward the organization would fall in the following categories:

1. Ideological members, who operate in the union with a sense of mission.

Their orientation is primarily political, with their base outside the organization, usually in the Communist, Socialist, or other left-wing party. These people are a rapidly disappearing influence in the labor movement. With respect to the Teamsters, they are barred by the international union's constitution. And under the rules governing the organization, the international union could remove any officers tolerating the influence of ideological unionists. These people, who might be a source of dissent in any union, are practically non-existent in the local unions of the Teamsters with which I am familiar.

2. The "good union men" who, like the "ideological" unionist dedicated to the organization as a vehicle for advancing job conditions. He has no theories of social change. He generally has a knowledge of the union's history and structure, and in many cases is the "influential" on union affairs at the job site. His role in the Teamsters would be that of the full-time officers, the steering active committee members and the so-called "old timer," who participated in union activities for the socialization involved. The proportion of "good union men" in the Teamsters is about the same as any other local organization. No more than ten percent could be classified as "good union men."

3. The "loyal but critical member" is usually the opposition to the incumbent leadership, is every once in a while former officers seeking election, or others trying to break into leadership. He tries to keep up with union activities and programs, hopes the incumbents will make serious mistakes, especially in election year. However, in the Teamsters, the role of the "loyal but critical" member is limited, where he does come to the surface. Local officers in the Teamsters are elected every five years. Incumbents have available the emoluments of petty patronage and control the socialization lines of the organization. The professional leaders of the local are in a strategic position to develop an unbeatable machine. With respect to the

Teamsters, it is rare indeed for changes in leadership to occur except through those effected by time and disease.

4. The "crisis activist" supports the idea of a union, but does it without any emotional involvement, except in emergencies. He is generally anti-management and sees the union as a vehicle for expressing his resentment. With respect to the Teamsters, the nature of the job and the milieu in which the truck driver works create a latent type of loyalty. The Teamster knows his key role in the transportation network; a strike of Teamsters is usually 100 percent effective because of the strategic importance of his industry and the opportunity the strike gives the worker to indicate his feelings about society.

5. The "man in the middle" accepts the union, but tends to view his work from the employer's position. In industry he is the skilled craftsman. In the trucking industry he is the dispatcher, with power to assign loads. He wants to maintain wage differentials for himself in comparison with the earnings of the driver. He is close to management and is a prospective supervisor.

6. The "hard carrier" or indifferent member has no interest in union affairs and will take no role which identifies him with the organization. He joined the union to get or keep his job. In some cases he considers himself a "captive" and is looking for escape from the union. There are of course "hard carriers" in the Teamsters, but few would want dissolution of their unions. Possible economic emotions and pressures plus the attitude of the truck-driver toward himself, the employer and the milieu in which he works will keep him in the union, regardless of external factors affecting the organization.

This discussion is relevant because it indicates the Teamster attitude toward his union specifically, and the varying degrees of involvement of

union members generally. These factors have serious bearing on attempts to impose external devices, be they Governmental or AFL-CIO, to create the changes in the union.

The relationship of the International union to the members is remote. Constitutionally, the members' affiliation is with the local union. There are few nationwide agreements covering collective bargaining in the trucking industry. The recent trend is toward area-wide contracts. Since the international president appoints the conference presidents, centralization of authority over contracts and other aspects is the save of the future in the Teamsters. From the communications standpoint, the member receives a slickly edited magazine. It reflects the attitude of the administration, and there is little discussion of internal affairs, except for announcement of official diets. Judgment of the writer is that much of the material is above the capacity of the members to absorb and apprehend readily. The professional touches have given the international union's publication a cool, impersonal tone. Occasional photographic essays of men on the job are attempts to humanize the magazine.

This, briefly, then, is the union milieu in which the Teamster lives and works. His power to effect change in the organization is limited, even if his desires were evident. There is strong competition for his interests. He is generally not aroused by social, political or economic matters unless they impinge on him. And like all other Americans, he has a feeling he can do little to change anything outside his immediate environment in which he lives—and that is limited by circumstances of income, education, and racial or other social factors.

Which brings us back to Hoffa. How is this short, pleasant appearing, quack-sailing, superbly conditioned, personally paritanical man of 48 able

to elicit the loyalty which the great majority of Teamsters give to him.

Is he the saint which many of his men ascribe to him or the devil the press has painted?

Saint or devil? That is the question. The writer does not claim any psychological or sociological competence to answer the question. So, he will give a few facts about his life and recall the impressions made on him at the above-mentioned television show.

James Hoffa was born in Brazil, Indiana, the third of four children. His father, John Hoffa, was a coal driller of German descent, whose job was to drill for mines in the coal fields of Illinois, Kentucky and Indiana. In 1920, when Hoffa was seven, his father died, a victim of the mines. Coal dust filled his lungs and finally poisoned him. Left with four children, the widow, Viola Hoffa, went to work. She took her family to Clinton, Indiana, another coal-mining center. Young Hoffa, attending school and working wherever there were jobs, got his first grim taste of grinding poverty in the dreb atmosphere of a mining town.

In 1925, the family moved to Detroit. Hoffa finished the ninth grade and never went back to school again. (But his children did.)

At 17, he went to work in the Kroger warehouse. He worked nights unloading produce from boxcars for 32 cents an hour. "You stayed as long as they wanted to keep you," he said. "But you got paid for the hours you actually worked. The rest of the time, you just sat around waiting for boxcars to come in."

"These were depression years. There were 175 people in the warehouse, but nobody talked union."

"I got interested in unions because we were getting kicked around," Hoffa says. "We started talking about it on the sly. We got four other

people together who agreed to be leaders."

At 18 Hoffa manifested the shrewdness that marks his entire career.

"We had a strike at Krogers, but it lasted less than an hour. We sent on strike just as a load of strawberries came in. The strike lasted just an hour because we timed it right. We notified management that we had formed an independent union, and wanted to bargain. Management showed up within an hour because they had to get the strawberries unloaded before they spoiled."

Quickly Hoffa's talents were recognized by President Dan Tobin of the Teamsters and he was handed the charters of scabbound locals of the Teamsters in Detroit. Here is how he describes the response to his organizing campaigns--before sit-downs and the friendly neutrality of local, state and federal government.

"Our cars were bombed out. Three different times, someone broke in the office and destroyed our furniture. Cars would crowd us off the streets. Then it got worse. They hired thugs who were out to get us and, brother, your life was in your hands every day. There was only one way to survive; fight back. And we used to slug it out on the streets. They found out we didn't scare. The police were no help. The police would beat our brains out for even talking union. If you went on strike you got your head broke. The whole thing didn't take months, it took years. Once I was put in jail 18 times in 24 hours. Every time I showed up on the picket line, I got thrown in jail. Eighteen times in one day it happened. But we stayed on that picket line for a year and a half, and we won the strike."

And the secret of Hoffa's leadership roots in the fact that while in subsequent years other union officials in the upper echelons were jockeying for status in the ranks of policy makers, Jimmy Hoffa continued working with

the same tools he learned in the case of the spoiling strawberries. He was busy filling the vacuum left by Dave Beck when the latter assumed the presidency of the union in 1952. Beck had made himself indispensable to the aging Sam Tobin.

When Beck joined the ranks of labor statesmen, Hoffa in turn moved into the vacuum. A grievance in North Dakota—Jimmy Hoffa went. Negotiations in Dallas, Detroit—Hoffa led the committee. A strike in Springfield, Illinois—Hoffa settled it in three hours. A wage differential of almost \$1.50 between the highest and lowest paid drivers in local cartage in the Midwest—Hoffa equalized the pay.

He explains: "In many cases it meant bringing drivers up from 95 cents to \$2.24, in 30 months time. It meant reducing hours from 60 to 40. It meant overtime after eight hours a day instead of twelve. It meant putting into effect a pension plan where there had never been a pension plan before."

And it took organizing talent and imagination to draw up a 23-state over-the-road drivers' agreement.

Hoffa's organizing "philosophy":

"When you're out on a strike, brother, whether you are a coal miner, a ditch-digger, or a truck driver of any description, you are just a picket-walking up and down, and you had better have a alout, you had better have a wallet behind the punch or don't swing it, one of the two. Because you are not going to win if you don't. I'm for five days, shorter hours, but I'm not for strikes that can't be won except by sacrificing more than you gain by having the strike."

Here it is, then: a kind of pragmatic class consciousness, wedded to Teamster power.

Hoffe's are no ghost-written, high-flying words to tease the imagination. They are hard words, stemming from the elemental fact of the strategic power of the Teamsters, and the willingness of a leader to use that power imaginatively. These factors in the economic situation in which the Teamsters existed before Hoffe—he has made these come alive in the affairs of local leaders throughout the international union.

And as the contract gains were written, the local unions grew. The part-time union secretary became the international president, elected to his office by the loyalty of these men, and he rose to higher levels of the class structure in record time. With the nature of the truck driver's job and his awareness of what the contract has brought him, would matters of morals inspire result?

Of course not! As I tried to explain in an article on Dave Beck in the Christian Century, the fault is ours, for unions reflect the scores of the society in which they exist.

I wish it were otherwise!

With the realization and the wish on my mind, plus the overwhelming desire to see Hoffe alone up, I accepted the invitation to appear with him with the greatest alacrity. Frankly, perhaps I should not have accepted, for since then my confusion in regard to the men has been confounded. Be that as it may, here is my story.

About a year before our progress, I had met Hoffe's daughter at a conference at Albion College (Michigan), a Methodist school. I also knew knew Eddie Choyfite, who had served as his lawyer, and Hal Gibbons, his executive assistant. Hoping to use these contacts to introduce myself, I appeared at the station ahead of time. Fortunately for me, he did too.

We were alone together. I stepped up to him and recalled my years in the Inher adolescent and natural acquaintances. I found him extremely easy to meet. Our conversation moved to his family, of which he is inordinately proud. His daughter planned to be a teacher, and just before coming on the program he was weight-lifting with his son. "I could only push up 195 pounds—my son did 210," he lamented. I felt his awe: it was hard as a rock.

Perhaps because of his identification with me as the only one on the program with labor experience he stayed close to me. I thought I sensed a bit of insecurity in him, in the presence of men like Mortimer Adler, Philip Messer, and others. If so, it soon disappeared after the program began. James Hoffa knew what he believed and was not afraid to express his beliefs. He also was at home with his facts.

Naturally, he was the focus of questions and attention.

Over and over, he affirmed his identification as a worker and his dedication to make the maximum of life available to his fellow workers. When his motives were questioned, he appeared hurt, asking at times, and particularly of Mr. Adler, what he had ever done to help the economically underprivileged.

He certainly was conversant with his facts. He knew the problems of American workers, organized and unorganized.

As the program progressed, coffee was brought to stimulate our tiring minds and slackening tongues. Hoffa refused it, and asked for a glass of water. Like Heather, he does not smoke, drink, gamble or chase women. Like Heather, his goal is power so that the unorganized will be organized, and the American promise of jobs, education and leisure, undergirded by a living

wage, is the lot of all.

The difference, as I listed, was: Hoffa is the uncomplicated one. He would not rearrange the economic system. Profits are not an enemy if wages match. In fact, if profits go up, should not wages properly follow? There was no concern expressed by him for the impact of wage and price increases on the total economy.

If he had a central theme, it was the one he forever came back to: "We must organize the unorganized." And the Teamsters, more than any other union, are doing just that!

When pressed about his gangster associates, he shrugged off the questions. His nearest thing to a defense was to suggest that any fighter for the rights of workers is bound to be attacked by a "kept" press.

"John L. Lewis," he continued, "was once hated, as I am. Now look at the testimonials he received when he retired."

By implication, I believe, he was suggesting that today's labor black sheep would one day retire as another statesman.

(In fact, there are times when I think the concern for ethics in the labor movement is a reflection of labor leadership's sensitivity to any external or internal threats to their status and power. The expulsion of Hoffa was a part of their desire for respectability.)

But to return to Hoffa. When the show was over, he seemed as alert as at its beginning. He almost persuaded me to give up coffee and to lift weights.

We walked out together, joined by my wife, son and daughter-in-law. As I introduced him, I remarked, "They had always wanted to meet 'the devil' in person." He smiled, and as we continued, said he must hurry to catch a train for Kenosha, where he was to help with negotiations the next day.

Doesn't he ever sleep?, I wondered.

Is Hoffa's leadership going to be seriously challenged, in spite of the fact that Gallup polls have indicated 3 to 1 rank-and-file opposition?

I don't think so, because of

1. The nature of the Teamster's job and its impact on his attitudes toward society.

2. The localized nature of the collective bargaining relationship (which is changing) which makes it difficult to create political opposition.

3. The structure of the Teamsters Union, with vacancies in the power structure that can be filled by anyone "on the make" if he is given the go-ahead signal by the international union leadership.

4. The life and times of Hoffa himself and their impact on his character and methods. Hoffa still believes he is an underdog representing underdogs.

Furthermore, in the best of possible worlds, I believe (a) Hoffa would prefer a world in which he were independent of many of the associates of the past. His behavior in the Qlines election in Chicago, however, seems to belie this. (b) That he would like to make the Teamsters Union a real repository for the underprivileged of America. (c) Finally, Hoffa believes that some day he will be revered as Lenin is revered.

Frankly, I hope his dreams come true and that the two puritans--Reuther, the ideologist, and Hoffa, the pragmatist--resolve their differences, that Reuther supports Hoffa's return to the "house of labor" and Hoffa in turn supports Reuther for the presidency of the AFL-CIO.

Then perhaps the unorganized will be organized,

The unemployed will be put back to work,

A truly radical political party will be formed,

And American corporate power will be check-mated.

UNIVERSITY OF CHICAGO
CHICAGO 37 - ILLINOIS
GRADUATE SCHOOL OF BUSINESS

CONWAY D. BOWEN
Professor of Government
and Business

September 29, 1961

File
ADMINISTRATIVE FILE

Chicago, University of
X
X

Mr. Harold J. Gibbons
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D. C.

Dear Harold:

I want to express my appreciation, personally as well as on behalf of the Graduate School of Business and the Industrial Relations Association, for the important contribution you made toward a very successful panel discussion last Tuesday. Following our session and during the evening meeting a number of people came over to tell me that they had found the panel lively, informative, and highly interesting. I am grateful for the part you played in this.

Cordially,

Joel
Joel Seidman

JS/k

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UNIVERSITY OF CHICAGO
CHICAGO 37 - ILLINOIS 1961
GRADUATE SCHOOL OF BUSINESS
September 21, 1961

Office of the Dean

ADMINISTRATIVE FILE

Chicago University

Mr. Harold J. Gibbons
Executive Assistant to the General President
International Brotherhood of Teamsters
25 Louisiana Avenue, N. W.
Washington 1, D. C.

Dear Mr. Gibbons:

I thought you might like to know that you can
be reached on Tuesday, September 26, at the
Midwest Conference on Industrial Relations, on
the following telephone numbers:

190 East Delaware Place WHitahall 4-9430

Drahe Hotel, Gold Coast Room SUperior 7-2200

Ambassador Hotel SUperior 7-7200

Sincerely yours,

Nettie Breslin

(Mrs.) Nettie Breslin
Administrative Assistant



Office of the General President

To: H. J. Gibbons

From: A. Weiss *AW*

ADMINISTRATIVE FILE

Chicago University of

9/21/61

DATE

RE: Your memo of 9/14/61 regarding White-Collar
Workers (Talk before Industrial Relations
Assn. of Chi. & Grad. Schl. of Bus., 9/26/61)

Attached are some notes to assist you for the above meeting on
white-collar organization. The notes are in sections:

1. Rise of White-Collar Group
2. Characteristics of White-Collar Employees
3. Factors Favorable to White-Collar Unionization
4. Factors Unfavorable to White-Collar Unionization
5. Extent of White-Collar Unionization
6. Organizational Techniques

Also enclosed are copies of two organizing pamphlets tailor-made
for white-collar employees. Note the "status" appeal. Please return
these pamphlets when you have finished with them.

AM/lp
Encls.

UNIVERSITY OF CHICAGO
CHICAGO 37 - ILLINOIS
GRADUATE SCHOOL OF BUSINESS

File
ADVISORY FILE
Chicago, University of
X

Sept. 20, 1961

Mr. Harold J. Gibbons,
International Brotherhood of Teamsters,
25 Louisiana Ave., N.W.,
Washington, D.C.

Dear Harold,

I have just returned to Chicago after a four-week absence, which explains why I have not written to you sooner about the panel session at the Michener Conference on Industrial Relations this coming Tuesday, the 27th.

I suggest that the three of us meet for lunch at the Knickerbocker Hotel at noon Tuesday & talk over plans for the panel. The Knickerbocker is at 163 E. Walton, just around the corner from 190 E. Adams, where the conference will be held.

If, for some reason, you cannot make the lunch, you might send word to my home, 5317 University Ave. Otherwise I'll look for you at the Knickerbocker at noon. It will be good to see you again.

Cordially,

Joel Barthman

Write it. . . LEST YOU FORGET

ADMINISTRATIVE FILE

Chicago, Ill. of Sept. 14, 1961

X
X At Weiss

The attached correspondence is self-explanatory. Apparently, I will be expected to have some facts on white collar organizing and any special collective bargaining techniques prevalent in this field.

Can you send me anything in terms of numbers or ideas which might help me in this assignment.

Gibbons

METROPOLITAN PRINTING COMPANY, INC.
214 EAST EIGHTH STREET

CHerry 1-2493

UNIVERSITY OF CHICAGO
CHICAGO 37 - ILLINOIS
GRADUATE SCHOOL OF BUSINESS

June 6, 1961

Mr. Harold J. Gibbons
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D. C.

Dear Harold:

On Tuesday, September 26, the Industrial Relations Association of Chicago and the Graduate School of Business will hold their annual Midwest Conference on Industrial Relations. This conference usually draws about 150 persons, most of them on the personnel or industrial relations staffs of businesses in this area. From 2:30 to 4, the conference is to be broken down into three discussion groups, one of which, on new developments in white collar unionism, I have been asked to organize and chair.

I should like to have a panel of two, one who has a special interest in labor force developments affecting white collar workers and the other of whom has had practical experience in the organizing and collective bargaining areas. Everett Cassow has agreed to do the former job, and I wonder whether, in view of the Teamsters' interest in the white collar field and your own personal experience in it, you would be willing to do the latter. I should like to run the session on a purely informal basis, without prepared talks of any sort. I would start out by asking a question or two, dealing with such issues as the increase in numbers of the white collar segment of the labor force, the kinds of organizing appeals that prove successful or unsuccessful with white collar workers, or the ways in which white collar unionism differs from the blue collar variety. Then, as quickly as possible, I would invite audience questions or comments. With an informal audience, such as we will have, I think we can get rather quickly into the discussion phase of the session.

Since the conference lacks funds to pay an honorarium, it will, of course, cover your expenses -- though if you happen to have an expense account that you can use easily travel on, the committee would not object.

I think the conference will prove an interesting and valuable one, and I hope that it will be possible for you to participate.

Cordially,

Joel Seidman
Professor of Industrial Relations

Mr. Harold J. Gibbons
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D. C.

June 6, 1960

page 3

P.S. If your schedule does not permit you to come, could you suggest anyone else in the Teamsters' organization, either at headquarters or in the field, who is particularly competent on the subject of organizing and collective bargaining in the white collar field? JS

JS/k

ADMINISTRATIVE FILE

Chicago, University of

UNIVERSITY OF CHICAGO

CHICAGO 37 • ILLINOIS X

GRADUATE SCHOOL OF BUSINESS

Office of the Dean

September 7, 1961

Mr. H. J. Gibbons
Executive Assistant to the
General President
International Brotherhood of
Teamsters
25 Louisiana Avenue N. W.
Washington 1, D. C.

Dear Mr. Gibbons:

Enclosed are a few programs of the Midwest Conference
on Industrial Relations.

The third member of the panel on "Personnel Policies
Re-examined" is Fletcher C. Waller, Vice President,
Organization and Personnel, Bell & Howell Company.

We look forward to your participation in the Conference.

Sincerely yours,

Nettie Breslin

(Mrs.) Nettie Breslin
Administrative Assistant

MB:cr

cc: Professor Robert McKersie

*A reservation is being held for you
at the Ambassador East, as per
your request. MB*

AD 57
Chicago
X

**TWENTY-SEVENTH ANNUAL
MIDWEST CONFERENCE
ON
INDUSTRIAL RELATIONS**

TUESDAY, SEPTEMBER 26, 1961



**Conducted by the
INDUSTRIAL RELATIONS ASSOCIATION
OF
CHICAGO**

**and the
GRADUATE SCHOOL OF BUSINESS
UNIVERSITY OF CHICAGO**



LOCATION
190 EAST DELAWARE PLACE
Chicago

Graduate School of Business
University of Chicago

REGISTRATION

Advance registrations should be made by mailing the enclosed registration form along with the registration fee to:

**INDUSTRIAL RELATIONS ASSOCIATION
OF CHICAGO**
33 S. Clark St., Room 839
Chicago 3, Illinois

Registration will begin at 12:45 p.m. in the lobby at
190 E. Delaware Place, on Tuesday, September 26, 1961.

FEES

Registration, Cocktails and Dinner: \$25.00

PROGRAM

1:15 - 2:15 P.M.

WELCOME

RALPH J. STURKEY, JR.
President, Industrial Relations Association of Chicago
Vice President, Personnel, A. B. Dick Company

MANPOWER AND AUTOMATION IN THE 1960's

Speaker

DR. SEYMOUR L. WOLPERT
Deputy Assistant Secretary
United States Department of Labor

PANEL DISCUSSIONS A - 2:30 - 4:00 P.M.

Developments in White Collar Unions

Panel Members

HAROLD J. GIBBONS
Executive Assistant to the General President
International Brotherhood of Teamsters

EVERETT M. KARALOW
Research Director
Industrial Union Department, AFL-CIO

JOEL SIEDMAN
Professor of Industrial Relations
Graduate School of Business and Division of Social Sciences
University of Chicago

PANEL DISCUSSIONS A - 2:30 - 4:00 P.M.

(continued)

Personnel Policies Re-examined

Panel Members

FRANK H. CASSELL
Director, Personnel Administration
Inland Steel Company

THOMAS L. WHISLER
Associate Professor of Industrial Relations
Graduate School of Business
University of Chicago

(Third Panel Member to be Announced)

Technological Change

Panel Members

FRANK W. BRADEN
General Personnel Manager
Illinois Bell Telephone Company

OTTO PRAGAN
Director, Research and Education
International Chemical Workers Union, AFL-CIO

ARNOLD R. WEISS
Associate Professor of Industrial Relations
Graduate School of Business
University of Chicago

PANEL DISCUSSIONS B - 4:15 - 5:45 P.M.

The Climate and Content of Future Negotiations

Panel Members

ROBERT A. GRANEY
Director of Industrial Relations
Inland Steel Company

HERMAN W. SEINWERTH
Manager of Industrial Relations
Swift and Company

JOHN VAN AKEN
Attorney
Seyfarth, Shaw, Fairweather and Geraldson

**Company Concern for Urban Problems and
Community Improvement**

Panel Members

ROBERT K. BURNS
Professor of Business Administration and Associate Dean
Graduate School of Business
University of Chicago

EUGENE L. JOHNSON
Associate Professor of Adult Education
Washington University

EDWIN C. KEPLER
Business Climate Development
General Electric Company

JERRY A. KNIGHT
Division Director, Community Development Programs
Industrial Relations Center
University of Chicago

PANEL DISCUSSIONS B - 4:15 - 5:45 P.M.

(continued)

Employee Participation on Production Problems

Panel Members

GEORGE BOONE
Vice President for Manufacturing
Anderson Brothers Manufacturing Company

GEORGE P. SHULTZ
Professor of Industrial Relations
Graduate School of Business
University of Chicago

CLEMENT ZINDA
Business Representative, District 68
International Association of Machinists, AFL-CIO

CHARLES ZINEMASTER
Director of Manufacturing
Parker Pen Company

COCKTAILS AND BANQUET - 6:00 P.M.

DRAKE HOTEL - GOLD COAST ROOM

ADDRESS

by

GEORGE W. TAYLOR
Professor of Industry
Wharton School of Finance and Commerce
University of Pennsylvania

PRESIDING

W. ALLEN WALLIS, Dean
Graduate School of Business
University of Chicago

CONFERENCE PROGRAM CHAIRMEN

ROBERT B. MCKERRIS
Assistant Professor, Industrial Relations
Graduate School of Business
University of Chicago

CHARLES M. MASON
Vice President, Employee Relations
United Air Lines, Inc.

ARRANGEMENTS AND REGISTRATION

ROBERT B. KEMBLE, Chairman
Personnel Manager
Northern Trust Company

WILLIAM H. TRIPP
Assistant Personnel Officer
Chicago Title & Trust Company

MRS. NETTIE BRESLIN
Administrative Assistant
Graduate School of Business
University of Chicago

MRS. DORIANNE LINDGREN
Conference Secretary
Graduate School of Business
University of Chicago

PUBLICITY

MRS. DOROTHY MILLIKAN
Editor, Company Publications
Carson, Pirie, Scott & Company

OFFICERS AND EXECUTIVE COMMITTEE

INDUSTRIAL RELATIONS ASSOCIATION OF CHICAGO

RALPH J. STURKEY, Jr., President
Vice President, Personnel
A. B. Dick Company

JACK E. JULIEN
Executive Recruitment Manager
Montgomery Ward & Company, Inc.

WILL C. SWANSON, Vice President
Personnel Manager
Ipsco Tea Company, Inc.

JOHN KAJANDER
Director, Industrial Relations
Warwick Manufacturing Corporation

MRS. HAZEL L. STEVENSON, Secretary
Supervisor, Women's Activities
Commonwealth Edison Company

GEORGE P. SHULTZ
Professor of Industrial Relations
Graduate School of Business
University of Chicago

CHARLES H. BENTLEY, Treasurer
Vice President
American National Bank & Trust
Company of Chicago

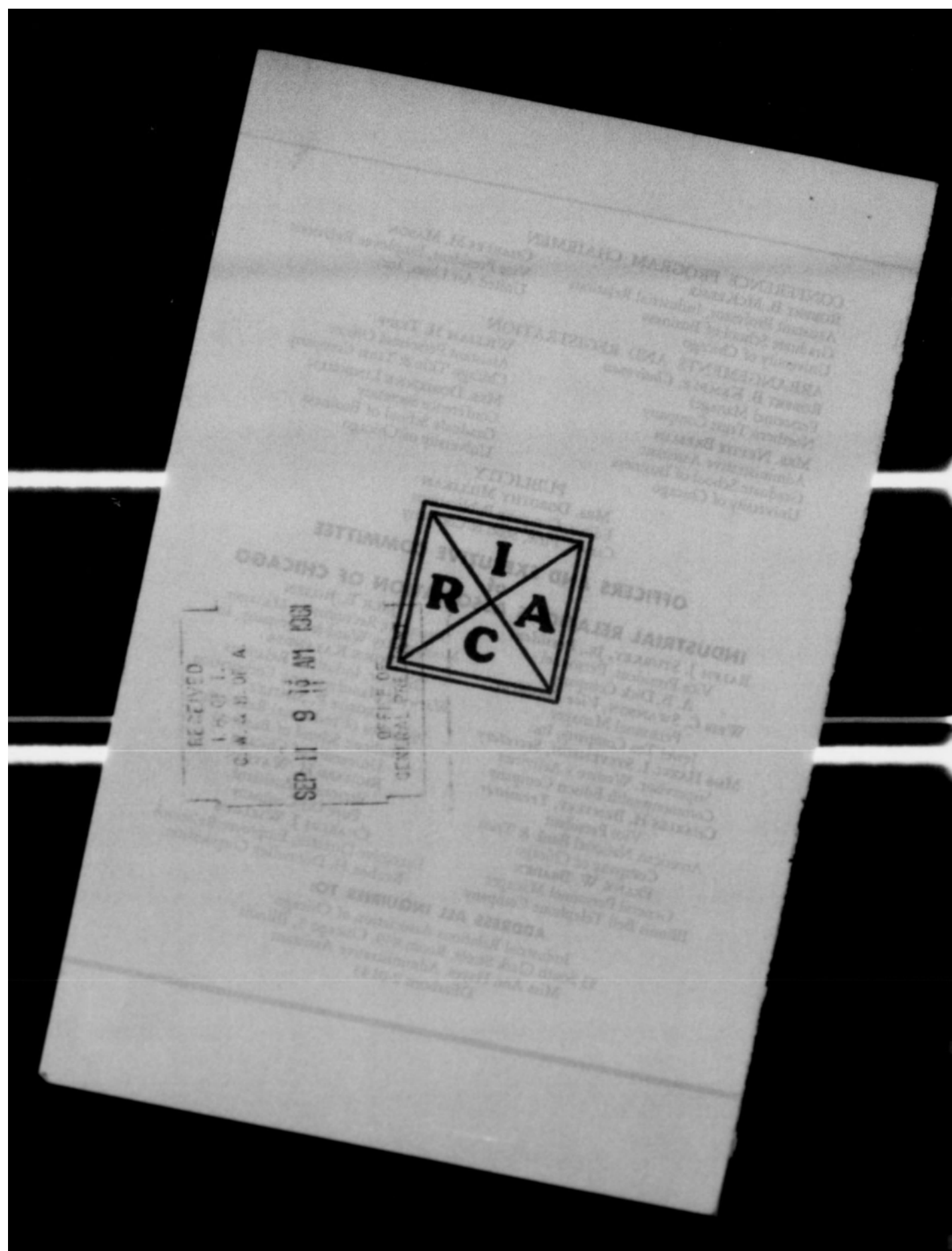
RICHARD H. WATSON
Personnel Assistant
Pure Oil Company

FRANK W. BRADEN
General Personnel Manager
Illinois Bell Telephone Company

CHARLES J. WIELGUS
Executive Director, Employee Relations
Reuben H. Donnelley Corporation

ADDRESS ALL INQUIRIES TO:

Industrial Relations Association of Chicago
33 South Clark Street, Room 819, Chicago 4, Illinois
Miss Ann Hayes, Administrative Assistant
DFaborn 2-0143



ADMINISTRATIVE FILE

Chicago, University of
X
X

August 31, 1961

Mrs. Nettie Breslin, Adm. Asst.
Graduate School of Business
University of Chicago
Chicago 37, Illinois

Dear Mrs. Breslin:

Thank you for your letter of August 25, 1961.

If it would not be too inconvenient, I would prefer to have
reservations made at the Ambassador East, as this is the
hotel where I usually stay. I will arrange my schedule to
arrive sometime Monday evening, September 25.

Very truly yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yh

UNIVERSITY OF CHICAGO
CHICAGO 37 • ILLINOIS
GRADUATE SCHOOL OF BUSINESS
August 25, 1961

Office of the Dean

Mr. Harold J. Gibbons
Executive Assistant to the General President
International Brotherhood of Teamsters
25 Louisiana Avenue, N. W.
Washington 1, D. C.

Dear Mr. Gibbons:

Professor McKersie has asked me to let you know that we have reserved a room for you at the Knickerbocker Hotel at 163 East Walton Street for the nights of Monday, September 25 and Tuesday, September 26. If this arrangement is not satisfactory, or if you would like us to make another for you, please let us know.

If you need any special equipment such as projector, screen, vugraph, et cetera, I shall be glad to arrange for its provision.

May I hear from you?

Sincerely yours,

Nettie Breslin

(Mrs.) Nettie Breslin
Administrative Assistant

cc: Professor McKersie
Professor Seidman

THE UNIVERSITY OF CHICAGO
CHICAGO 37 • ILLINOIS
THE SCHOOL OF BUSINESS

August 4, 1961

See Sam

Mr. E. J. Gibbons
Executive Assistant to the General President
International Brotherhood of Teamsters
25 Louisiana Avenue N. W.
Washington 1, D. C.

Dear Mr. Gibbons:

Joel Seidman tells me that you have agreed to participate in the Industrial Relations Conference on September 26. I wonder if you could forward a copy of a biographical sketch which could be used for advance publicity and introductions.

I look forward to meeting you next month.

Sincerely yours,

Robert B. McKersie

Robert B. McKersie
Conference Co chairman
and Assistant Professor
of Industrial Relations

RBK:rls

RECEIVED
AUG 10 1961

UNIVERSITY OF CHICAGO
CHICAGO 37 • ILLINOIS
GRADUATE SCHOOL OF BUSINESS

JOEL SEIDMAN
Professor of Industrial
Relations

July 5, 1961

Mr. Harold J. Gibbons
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D. C.

Dear Harold:

I have been away from the city for a while, hence this delay in responding to you note of June 8.

We are all delighted that you are planning to participate in the September 26 meeting of the Industrial Relations Association of Chicago. We are going ahead with the program with the understanding that, should some emergency arise necessitating your being elsewhere, you will make a substitute available. All of us hope, however, that this will not be necessary.

The program promises to be an excellent one, and all of us are looking forward to it.

Cordially,

Joel
Joel Seidman

JS/k

JUL 28 1961

June 8, 1961

Mr. Joel Seidman
Professor of Industrial Relations
University of Chicago
Chicago 37, Illinois

Dear Joel:

I have your letter of June 6th, inviting me to participate in the September 26 meeting at the Industrial Relations Association of Chicago. I am happy to accept the invitation with the reservation that because of the date being so far in the future, it is possible that I may have to send in a substitute because of the uncertainties of knowing my schedule that far in advance. In all probability, however, I will be able to attend.

There will not be any expense money involved in my appearance.

Yours very truly,

H. J. Gibbons
Executive Assistant to the
General President

HJG:ld

Yuki

Sept 26 -
Mr G. is speaking
in Chicago.

443.
UNIVERSITY OF CHICAGO
CHICAGO 37 - ILLINOIS
GRADUATE SCHOOL OF BUSINESS

June 6, 1961

Mr. Harold J. Gibbons
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D. C.

Dear Harold:

On Tuesday, September 26, the Industrial Relations Association of Chicago and the Graduate School of Business will hold their annual Midwest Conference on Industrial Relations. This conference usually draws about 150 persons, most of them on the personnel or industrial relations staffs of businesses in this area. From 2:30 to 4, the conference is to be broken down into three discussion groups, one of which, on new developments in white collar unionism, I have been asked to organize and chair.

I should like to have a panel of two, one who has a special interest in labor force developments affecting white collar workers and the other of whom has had practical experience in the organizing and collective bargaining areas. Everett Khasalov has agreed to do the former job, and I wonder whether, in view of the Teamsters' interest in the white collar field and your own personal experience in it, you would be willing to do the latter. I should like to run the session on a purely informal basis, without prepared talks of any sort. I would start out by asking a question or two, dealing with such issues as the increase in numbers of the white collar segment of the labor force, the kinds of organizing appeals that prove successful or unsuccessful with white collar workers, or the ways in which white collar unionism differs from the blue collar variety. Then, as quickly as possible, I would invite audience questions or comments. With an informed audience, such as we will have, I think we can get rather quickly into the discussion phase of the session.

While the conference lacks funds to pay an honorarium, it will, of course, defray your expenses -- though if you happen to have an expense account that you can as easily travel on, the committee would not object.

I think the conference will prove an interesting and valuable one, and I hope that it will be possible for you to participate.

Cordially,

Joel
Joel Seidman
Professor of Industrial Relations

Mr. Harold J. Gibbons
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D. C.

June 6, 1960
page 2-

P.S. If your schedule does not permit you to come, could you suggest anyone else in the Teamsters' organization, either at headquarters or in the field, who is particularly competent on the subject of organizing and collective bargaining in the white collar field? JS

JS/k

7ile
THE UNIVERSITY OF CHICAGO ADMINISTRATIVE FILE ✓

CHICAGO 37 - ILLINOIS

THE DIVISION OF THE SOCIAL SCIENCES

August 15, 1961

Chicago, University of
X Eby, Hermit (Prof.)
X

R. J. Gibbons
Executive Assistant to the General President
International Brotherhood of Teamsters
28 Louisiana Avenue, N.W.
Washington 1, D. C.

Dear Hal:

Thanks very much for your letter of August 8, in which you inform me that you haven't yet had a chance to discuss the matter of a full-scale educational program with President Hoffe, but that there is hope of establishing a school in Indiana for business agents.

The school sounds like a fine idea.

And I'll be interested in hearing from you about other developments in general.

Sincerely,

Hermit Eby

Hermit Eby
Professor of Social Sciences

EH:dt

C O P

ADMINISTRATIVE FILE
Chicago University of
X Eby, Kermit
X

August 8, 1961

Mr. Kermit Eby
Professor of Social Science
The University of Chicago
Chicago 37, Illinois

Dear Kermit:

I have your letter of August 2nd but I am not in a position to give you any word about an educational program at this time since, immediately upon the adjournment of the convention, President Hoffa headed back to the west coast where he is heavily engaged in negotiating contracts for eleven western states. I, on the other hand, have been busy in Washington, D.C. and other travels. The result has been that President Hoffa and I have not had a single day together since the convention has closed.

One of the actions taken at the annual meeting of the Central Conference of Teamsters, you will be interested to know, has to do with the acquiring of properties in Indiana. We hope to establish a resident school for business agents on collective bargaining affairs and political technique so that, at least, this action represents a step forward and brings us closer to an educational program.

I will continue to keep in touch with you as anything develops along this line. It was nice hearing from you.

Yours very truly,

H. J. Gibbons
Executive Assistant
to the General President

HJG/mr
ld

THE UNIVERSITY OF CHICAGO
CHICAGO 37 • ILLINOIS
THE DIVISION OF THE SOCIAL SCIENCES

August 2, 1961

Mr. H. J. Gibbons
Executive Assistant to the General President
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen & Helpers of America
25 Louisiana Avenue, N.W.
Washington 1, D.C.

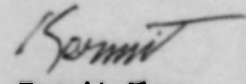
Dear Hal:

Thanks for your letter of March 16.

Now that the convention has been over
for some time, I am wondering whether you
have any news for me concerning an educa-
tional program within the International.

I'll be anxious to hear from you.

Regards,



Kermit Eby
Professor of Social Science

KE:dt

ADMINISTRATIVE FILE

Chicago University of
X Ely, Kermit (Prof.)
X

March 16, 1961

Mr. Kermit Ely
Professor of Social Sciences
The University of Chicago
Chicago 37, Illinois

Dear Kermit:

Thank you for your letter of March 10th.

As you know, we are going into a convention on July 3, 1961. It is my hope that some time thereafter I will be able to convince our officers here to start an educational program within the International. You may be certain that I will be in touch with you as soon as any such plans materialize.

Very truly yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG:ld

File
March 16, 1961

Mr. Kerait Eby
Professor of Social Science
The University of Chicago
Chicago 37, Illinois

Dear Kerait:

Thank you for your letter of March 10th.

As you know, we are going into a convention on July 3, 1961. It is my hope that some time thereafter I will be able to convince our officers here to start an educational program within the International. You may be certain that I will be in touch with you as soon as any such plans materialize.

Very truly yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG:ld

THE UNIVERSITY OF CHICAGO
CHICAGO 37 • ILLINOIS
THE DIVISION OF THE SOCIAL SCIENCES

March 10, 1961

Mr. Hal Gibbons
Executive Vice-President
International Brotherhood of Teamsters
28 Louisiana Avenue Northwest
Washington 1, D.C.

Dear Mr. Gibbons:

Having just finished a couple more books, I now fear that I may grow stale.

I'm thinking that perhaps I should spend a year or so working in another field. I feel like taking a sabbatical, finding a new learning experience.

The Teamsters are an increasingly interesting phenomenon to me. Among other things, I have been panelled with Mr. Hoffa on a television show and found how much I like the man.

I am wondering, then, what there might be for me to do with the Union in the way of an educational capacity--educational for me and, I hope, the Teamsters.

I would appreciate hearing from you.

Sincerely,

Kenneth Eby

Kenneth Eby
Professor of Social Sciences

KE:dt

ADMINISTRATIVE FILE

Chicago, University of
X Seidman, Joel (Prof.)
X

April 11, 1961

Prof. Joel Seidman
University of Chicago
Chicago, Illinois

Dear Professor Seidman:

Your latest study on Constitutions of unions
has been brought to my attention, and I am wondering
if it would be possible to see a copy of this study for
my personal reading.

Very truly yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yk

30

UNIONS

WASHINGTON (AP)—MOST LABOR ORGANIZATIONS, ACCORDING TO A NEW STUDY, NOT ONLY FAIL TO SANCTION BUT ARE IN A POSITION TO SUPPRESS ANY ORGANIZED POLITICAL OPPOSITION TO AN ENTRENCHED UNION LEADERSHIP.

PROF. JOEL FREIDMAN OF THE UNIVERSITY OF CHICAGO SAYS A SURVEY HE HAS MADE SHOWS "IT IS A RARE UNION THAT RECOGNIZES THE RIGHTS OF AN OPPOSITION GROUP TO FORM, TO RAISE THE NECESSARY FUNDS, AND TO REACH THE MEMBERSHIP WITH ITS PROGRAM OF ACTION."

FREIDMAN STUDIED THE CONSTITUTIONS OF 93 LABOR UNIONS HAVING A COMBINED MEMBERSHIP OF OVER 17 MILLION MEMBERS. THIS COMPRISES THE VAST BULK OF ORGANIZED LABOR.

"IT IS HARD TO READ UNION CONSTITUTIONS," HE SAID, "WITHOUT BEING STRUCK BY THE MANY PROVISIONS DEALING WITH THE OBLIGATIONS AND DISCIPLINING OF MEMBERS, AS AGAINST THE RELATIVELY SMALL NUMBER OF SECTIONS CONCERNED WITH MEMBERS' RIGHTS WITHIN THE ORGANIZATION."

JCP54A15 4/11

31

PADRE ISLAND

WASHINGTON (AP)—LEGISLATION TO CREATE A NATIONAL SEASHORE PARK ON PADRE ISLAND ALONG THE TEXAS GULF COAST COMES UP FOR HEARING TODAY BEFORE A SENATE INTERIOR SUBCOMMITTEE.

RECEIVED AS THE OPENING

ADMINISTRATIVE FILE

Chicago, University of

X
Ted X. Dienstfrey

6106 S. Ellis Avenue
Chicago 37, Illinois

May 17, 1960

Harold J. Gibbons
25 Louisiana Avenue, N.W.
Washington 1, D.C.

Dear Mr. Gibbons:

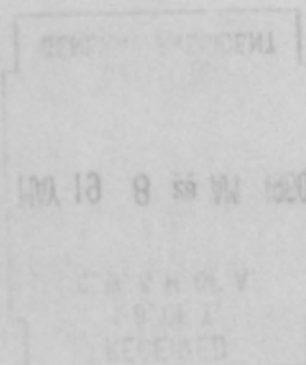
Joel Seidman has told me that you want a copy of your speech given at the University of Chicago on May 5, 1960. The speech was recorded by a friend of mine, Milton Kotler, who two days later left for Air Force basic training. Milt's wife has written him asking where he put the tapes, and as soon as we find them, I shall make and forward a copy to you. Sorry for the delay.

For the record your speech was well received here. Furthermore, we were impressed that Mr. Hoffa on May 6, 1960, at the mass meeting expressed essentially the same point of view. The feeling is that the I.B.T. at least speaks a good union line. There is also the feeling that a sizable part of the rank and file lack the present officers. However, the I.B.T. does not receive complete indorsement. The problem areas are: grievance procedures, the Chicago cab union (many University students have been forced to join), and the actual financial safeguards on union money. At present, on campus, the spirit of Walter Reuther is still synonymous with unionism.

Good luck with "TWIP" and "DRIVE". I hope the I.B.T. will consider local political issues as well as national issues.

Yours truly,

Ted X. Dienstfrey



UNIVERSITY OF CHICAGO
CHICAGO 37 • ILLINOIS
GRADUATE SCHOOL OF BUSINESS

May 16, 1960

Mr. Harold J. Gibbons
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D. C.

Dear Hal:

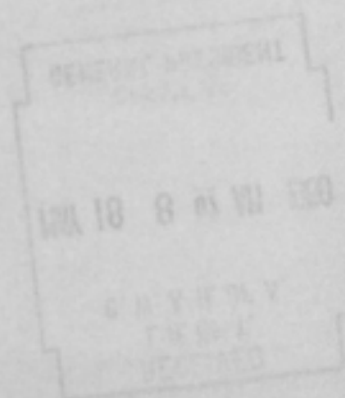
I have located the student who taped your talk here on May 5. He is Ted Dienatfray, whose address is 6106 S. Ellis Avenue. I have asked him to send the tapes to you, and he has agreed to do so.

Cordially,

Joel

Joel Seidman
Professor of Industrial
Relations

JS:leg



ADMINISTRATIVE FILE

Chicago University of

THE UNIVERSITY OF CHICAGO^x
CHICAGO 37 - ILLINOIS^x

THE DIVISION OF THE SOCIAL SCIENCES

May 10, 1960

Mr. Harold J. Gibbons
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D. C.

Dear Hal:

Since receiving your wire I have tried, so far without success, to locate the student who made the tape of your talk. Unfortunately he was not known to me or any member of my regular class, nor was he sent by either the student radio station or the University's Radio Office. I have inquiries out, however, and I am confident that I will locate the student soon.

May I take this opportunity to thank you again for the excellent job that you did when you were here. My students were much impressed with your talk and felt, as I did, that it was one of the most interesting and informative we had had this year - and particularly valuable because they had gotten a very one-sided view of developments within the Teamsters. Some of them, incidentally, also attended the Hoffa meeting Friday night.

Our group of faculty members also enjoyed the chance to exchange ideas with you at lunch. And finally it was a real pleasure for me to see you again.

I'd be anxious to run a repeat performance for you if ever your schedule again gives you a break in the Chicago area.

Cordially,

Joel
Joel Seidman, Chairman
Committee on Industrial Relations

JS:leg

MAY 15 8 14 AM '60

RECEIVED
MAY 15 1960

ADMINISTRATIVE FILE

Chicago University
X
X

May 10, 1960

Professor Joel Siedman
University of Chicago
Chicago, Illinois

Dear Professor Siedman:

In connection with our discussion at lunch on the
validity of our right to engage in organizational
and informational picketing, the attached will be
of interest to you.

It was nice seeing you.

Faternally,

H. J. Gibbons,
Executive Assistant to the
General President

HJG/js
Encl.

**"HORRIBLE EXAMPLES" OF HOW THE LABOR BOARD AND THE COURTS
ARE ADMINISTERING AND INTERPRETING THE KENNEDY-LANDRUM-GRIFFIN BILL**

The General Council of the Labor Board has already asserted, and a Trial Examiner has upheld him, that Teamster Local 745 in Dallas could not, under the new law, even picket to request the return to their jobs of members of the union who have been displaced by strikebreakers during a valid strike.

Recently a complaint was also filed by the Board's General Council against Local 107 in Philadelphia, charging that certain clauses which long had been included in agreements in the area were now illegal under the new law. These agreements provided in substance that the employer trucking firm whose employees were represented by Local 107 will give preference in leasing additional equipment to employers who have Teamster contracts and who use only members of Local 107 for operation of such additional equipment. It is thus clear that the new labor law favors non-union, unfair and substandard employers.

The new labor law does provide that unions have a right to picket for organization and recognition for a reasonable time not to exceed thirty days. However, at least one federal court in New Jersey has ruled that if there is any violence on the picket line the Board can go in to court for an immediate injunction. The court so held even though the Act itself says nothing about violence.

Congress attempted to weaken the organizational and recognition picketing provisions of the new law by adding a proviso which states that unions can picket for purposes of informing the

public that an employer does not employ union labor or does not have a union contract. However, even what little help was afforded by this proviso has been diminished by the action of the Board's General Counsel in a recent Retail Clerk case in which he held that the proviso is not applicable because the clerk had lost a Labor Board election conducted within the preceding 12 months.

Moreover, in a case in Lafayette, Indiana, where a hotel union had won an election and had obtained bargaining rights for employees of a Lafayette hotel, but was unsuccessful in negotiating an agreement and was forced to strike, the General Counsel of the Board sought an injunction against the picketing under the Kennedy-Landrum-Griffin Bill and argued that because the hotel had changed hands during the course of the long strike, the union had lost its right to picket.

In separate but similar situations in Dallas, Texas, and in Knoxville, Tennessee, where customer handbilling and picketing had been engaged in by a Teamster union and an IBEW local, the General Counsel of the Board sought injunctions under Section 8(b)(7) -- the organizational and recognition picketing provisions.

Protest picketing had been carried on by the ITU in Derby, Connecticut, and the ILGWU in New York to announce to the public the fact of a non-union operation, and the General Counsel of the Board sought and obtained injunctions under Section 8(b)(7).

There are numerous other cases which could be pointed to as examples of what the Board and the General Counsel are doing but the long and short of it is that in almost every case of picketing by a minority union which has taken place since the effective date

Ford Motor Co
Political Action

186 Political Action Co program

Public information program. However, even what little help was afforded have a union co-ordinator. This provision has been obtained by the action of the board's General Counsel in a recent Retail Clerk case in which he held that the proviso is not applicable because the Clerk had been Labor Board election conducted within the preceding 12 months. Moreover, in a case in Lafayette, Indiana, where a hotel Union had won an election and had obtained bargaining rights for employees of a Lafayette hotel, but was unsuccessful in negotiating an agreement and was forced to strike, the General Counsel of the Board sought an injunction against the picketing under the Kennedy-Landrum-Criffin Bill and argued that because the hotel had changed hands during the course of the long strike, the union had lost its right to picket. In separate but similar situations in Dallas, Texas, and in Knoxville, Tennessee, where customer handling and picketing had been engaged in by a Teamster union and an IBEW local, the General Counsel of the Board sought injunctions under Section 8(b)(7) -- the organizational and recognition picketing provisions. Protest picketing had been carried on by the ITU in Derby, Connecticut, and the ILGWU in New York to announce to the public the fact of a non-union operation, and the General Counsel of the Board sought and obtained injunctions under Section 8(b)(7). There are numerous other cases which could be pointed to as examples of what the Board and the General Counsel are doing but the long and short of it is that in almost every case of picketing by a minority union which has taken place since the effective date

J. C. 28 - 2 day in West Coast.
 Officers W. P. T. Pol officers
 -3-

J.C. 38 - 3 day in West Coast.
Officers W. & B. Pol. Affairs

See Refs:
The picketing union was careful to demonstrate that the only purpose

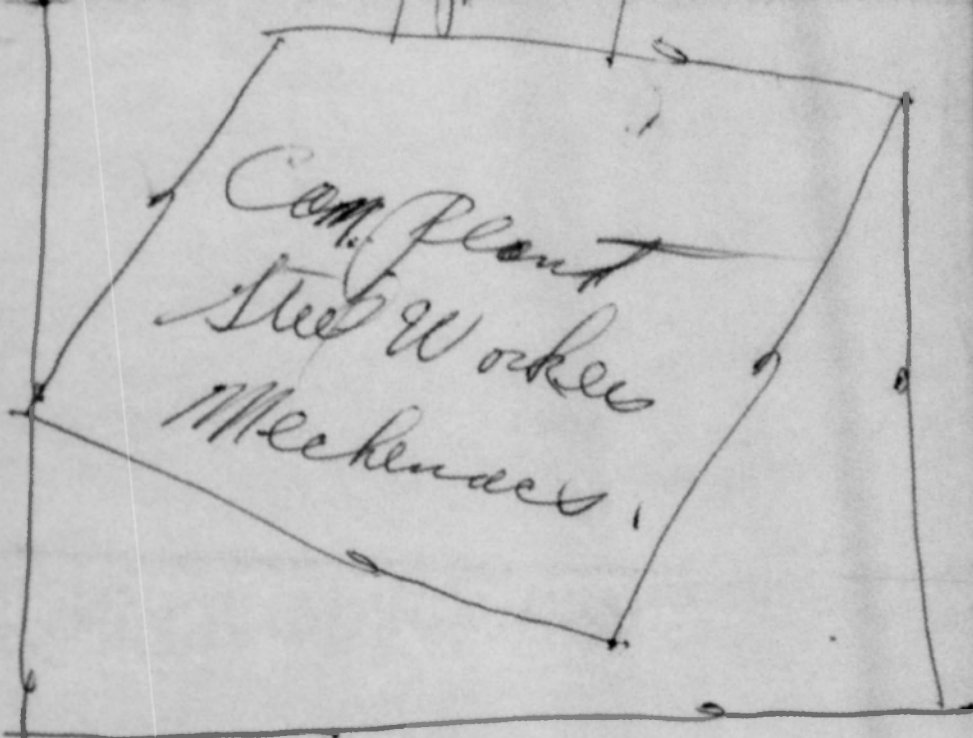
of the picketing was to inform the public of the fact that a particular employer was operating under conditions or had

admitted some unfair labor practice or was otherwise engaged in
unfair labor practices. Thus we are witness to the harm which
the picketing would result of

Section 8(b)(7).
Castro on the ground as

indeed considered the worst blow that Congress ever struck
against the labor movement in this country

Compare to 4th



ADMINISTRATIVE FILE

UNIVERSITY OF CHICAGO
CHICAGO 37 • ILLINOIS
GRADUATE SCHOOL OF BUSINESS

Chicago, Ill. of.

April 28, 1960

Dear Hal,

I am delighted that you can be on campus next Thursday, May 5. We'll hold the session in Business East (formerly the Law Bldg) in room 106 from 10 to 10:30 a.m. I'll look for you at my office in Haskell Hall, room 8-31 (4th floor South wing) at about 9:30. I'll get together first or six faculty members with an interest in industrial relations matters for lunch with you following the meeting.

As for the topic, I'll announce it as "The Future of the Teamsters," which will give you full freedom. You might plan to talk about 45 minutes, allowing an equal time for questions. I'm sure there will be interest in the recent Committee investigation, the charges of corruption, relations with the AFL-CIO, Teamster plans for organizing and bargaining, etc.

It will be good to see you again and to have you on campus.

Cordially,

Joel Reichman

ADMINISTRATIVE FILE

Chicago, University of
X Seidman, Joel
X Invitation

April 25, 1960

Mr. Joel Seidman
Professor of Industrial Relations
Graduate School of Business
University of Chicago
Chicago 37, Illinois

Dear Joel:

I find my schedule brings me into the City of Chicago on May 5th, and will in all events arrive in Chicago late May 4th or the first thing in the morning on May 5th.

If you would be interested in my speaking to some of your people at 3:30 p. m. on the 5th, I will be very happy to cooperate. Please let me know what subject matter you want me to cover.

Looking forward to seeing you, I am

Very truly yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yh

UNIVERSITY OF CHICAGO
CHICAGO 37 • ILLINOIS
GRADUATE SCHOOL OF BUSINESS

April 19, 1960

Mr. Harold J. Gibbons
International Brotherhood of Teamsters
23 Louisiana Avenue, N.W.
Washington, D. C.

Dear Hal:

You will recall that in December you thought you might be able to speak on our campus about the middle of May. Is there still any chance of that?

Except for meetings now scheduled for May 2 and May 9, any time in the next five or six weeks would be good. By the last week in May, of course, the students will be giving major attention to their examinations, though I am confident that there will be a good turnout whenever you can come. While we run our meetings from about 3:30 to 5 when we have a choice available, we can run a meeting at whatever hour best suits your schedule. Let me hear from you.

Cordially,

Joel
Joel Seidman
Professor of Industrial
Relations

JS:leg

ADMINISTRATIVE FILE ✓

Chicago University of

UNIVERSITY OF CHICAGO

CHICAGO 37, ILLINOIS

GRADUATE SCHOOL OF BUSINESS

December 3, 1959

Mr. Harold J. Gibbons
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D. C.

Dear Hal:

Many thanks for your note of December 1, with the good news that we can expect you on campus around the middle of May. About that time students begin to take examinations, so that if your schedule offers two opportunities I'd prefer to settle for the earlier one. I am sure that the students will show great interest in the meeting.

Would you let me know the precise date as soon as your schedule becomes definite?

Cordially,

Joel
Joel Seidman
Professor of
Industrial Relations

JS:lag

✓ ADMINISTRATIVE FILE ✓
Chicago, University of
X Ind. Relation
X Seidman, Joel

December 1, 1959

Mr. Joel Seidman
Professor of Industrial Relations
University of Chicago
Chicago 37, Illinois

Dear Joel:

Thank you for your kind invitation of November 23rd to speak on the campus on the subject of the Teamsters Union.

I would be happy to make another attempt to arrange my schedule to be with you some time around May 15th. The general topic of "The Future of the Teamsters Union" seems adequate.

Looking forward to seeing you at that time, I am

Very truly yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yk

UNIVERSITY OF CHICAGO
CHICAGO 37 • ILLINOIS
GRADUATE SCHOOL OF BUSINESS

November 23, 1959

Mr. Harold J. Gibbons
International Brotherhood of Teamsters
25 Louisiana Avenue, NW
Washington, D. C.

Dear Hal:

You will recall that last year we planned a meeting for you on our campus with the topic, "The Future of the Teamsters," but that you were unable to get here.

Could we make another try at such a meeting during this academic year? Except for middle and late March, our period for quarterly exams and spring vacation, any time between early January and mid-May would be good for us. We could also arrange a meeting any weekday at any hour, though the 3:30 to 5 period is best if there is a choice. Since we don't have a budget for travel expenses, let alone honorarium, we'd have to schedule you whenever your duties bring you to Chicago.

Let me know what the chances are, and when you might be able to come. I'm sure there would be great interest on campus in such a meeting.

Cordially,

Joel
Joel Seidman
Professor of Industrial
Relations

JS:leg

ADMINISTRATIVE FILE

Chicago, University of

THE UNIVERSITY OF CHICAGO

UNIVERSITY COLLEGE
64 EAST LAKE STREET
CHICAGO 1 • ILLINOIS

Office of the Dean

TELEPHONE FINANCIAL 6-8300

25 August 1959

Mr. Harold J. Gibbons
Vice-President
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington 1, D.C.

Dear Mr. Gibbons:

I am enclosing a curriculum for a new labor education course -- The Union Leadership Program -- we will offer in the fall.

As you will see in glancing through the booklet it is a broadly conceived liberal arts course. Support for the development of the program was made possible by a grant from the Ford Foundation.

We get an occasional teamster in the programs of this sort that we have had in years past, but have never had many enrolled in any given year. We are making arrangements to talk to Mr. O'Brien and Mr. Schoessling about the course, but would greatly appreciate any assistance you could give us.

Do you have any ideas?

John McCollum sends his best, as do I.

Cordially,

(Signature)
Maurice F.X. Donohue
Dean

cc: Mr. McCollum
Enclosure

*I still hear
hope discussing for
that by television
show would together*

ADMINISTRATIVE FILE

Chicago University of
"Switzerland"
x "Labor in Mid-
Century America"

April 30, 1959

Mr. Maurice F. X. Donohue, Dean
The University of Chicago
64 East Lake Street
Chicago 1, Illinois

Dear Dean Donohue:

I have your communication of March 30th and have delayed answering you because in the hope that I could accept your kind invitation to participate in your "Labor in Mid-Century America" series.

I now write to advise you that due to a very heavy work schedule, which involves a considerable amount of traveling, I must decline your invitation. I have for the past year endeavored to accept outside speaking engagements, but repeatedly have found myself unable to fulfill these dates. I have, therefore, reluctantly concluded that for the present time it makes much more sense to decline them rather than to accept them and be forced at a later date to cancel out.

I enjoyed meeting you and participating in the television program, and it is my hope that I will have occasion to see you some time in the future.

Sincerely yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yk

THE UNIVERSITY OF CHICAGO

UNIVERSITY COLLEGE
64 EAST LAKE STREET
CHICAGO 1 • ILLINOIS

The Downtown Center

TELEPHONE FINANCIAL 6-8300

March 30, 1959

Mr. Harold Gibbons
Vice President, International
Brotherhood of Teamsters
Teamsters Building
Washington, D. C.

Dear Harold,

I write to invite you as a guest speaker on Tuesday, June 2 for a Conference -- "Labor in Mid-Century America" -- that University College hopes to offer starting May 5, running once a week for seven weeks. The time will be 7:30 p.m.

Attached is an outline explaining the purposes of the conference, the topics that will be discussed and the speakers we mean to invite.

It is difficult to estimate how many people will attend the programs. However, we hope that we will have an audience of somewhere between 200 and 400 and that the majority of them will be key opinion leaders and professional persons in the Chicago area.

Should your schedule, as I hope, permit you to accept immediately, we will send you a more detailed statement outlining some of the things we think you may want to discuss. I suggest this not to direct your presentation, but to suggest some sort of continuity among the various speakers.

I might add that it is our intention to publish the proceedings of the Conference.

Cordially,

M. X. Donohue
Maurice X. Donohue
Dean

MFII/bb
Enclosure

P. S. Apparently most of the people in Chicago stayed up to watch that program: I have been amazed at the number and variety of people who tell me they saw us.

Outline for a Lecture Series

THE CRISIS OF LABOR UNIONS IN MID-CENTURY AMERICA

Presented herein is an outline detailing the objectives and areas of discussion for a top level lecture series to discuss the crucial problems facing the labor movement today.

The series would aim at acquainting the participant with a broad understanding of the origin, nature, extent and tensions existing within the labor movement, the changing nature of unions, and of internal and external problems of unions.

The various presentations would be controversial and attempts would be made to balance the areas with speakers who represent different points of view and organizations.

The presentation would be taped and if an interested publisher is available the materials would be published.

Topical Outline

1. The Labor Movement Today:

An analysis of the growth, structure, nature and extent of organization of the contemporary labor movement, problems of democracy and membership participation.

Possible speaker:

1. Joel Seidman, Professor, The School of Business, The University of Chicago.

2. The Economist and the Labor Movement:

The economic effects of labor unions with special emphasis on "wage-cost" spiral.

Possible speakers:

1. George Schultz, Professor, The School of Business, The University of Chicago.
2. Albert Rees, Associate Professor, The Economics Department, The University of Chicago.

3. Government Investigations and Labor I:

Three lectures in the series would be devoted to this topic; one presenting the AFL-CIO official position, the second would be representative of the McClellan Committee, and the third would be covered by the anti-AFL-CIO position.

These lectures would revolve around the legitimacy and usefulness of the committee findings.

Possible speakers:

1. Al Heyes, President, International Association of Machinists, AFL-CIO (Chairman, Ethical Practices Committee, AFL-CIO).

4. Government Investigations and Labor II:

The McClellan Committee Point of View.

Possible speaker:

1. Robert F. Kennedy, Chief Counsel, Select Committee on Improper Activities in the Labor and Management Field.

5. Government Investigations and Labor III:

The expelled union point of view.

Possible speaker:

1. Harold Gibbons, Vice President, The International Brotherhood of Teamsters.

6. Labor and Politics:

A discussion presenting both the effects and objectives of union political activity.

Possible speakers:

1. Grant McConnell, Associate Professor, The Political Science Dept., The University of Chicago.
2. Samuel Lubell, Political Analyst.

7. Union-Management Relations:

The changing nature of labor-management relations, attitudes of management toward labor and management conceptions of union-management relations.

Possible speakers:

1. William G. Caples, Vice President in charge of Industrial Relations, Inland Steel Company.
2. J. S. Parker, Vice President in charge of Public and Employee Relation Services, General Electric.

ADMINISTRATIVE FILE ✓
Chicago, University of
Invitation
X

THE UNIVERSITY OF CHICAGO
CHICAGO 37 • ILLINOIS
THE SCHOOL OF BUSINESS

Dec. 19, 1955

Mr. Harold J. Sifton,
International Brotherhood of Teamsters,
25 Louisiana Ave. N.W.,
Washington, D.C.
Dear Hal,

I appreciate very much your willingness to speak on campus on January 8. I am sure that many of our students, including some outside the Industrial Relations field, will be glad of a chance to hear you.

Although January 8 is during the first week after the holidays, I think that we can get the word around by then. Let's plan on Thursday, January 8, from 3:30²⁵ to 5 for the meeting. I think it would be most interesting if you could plan to talk about 45 minutes, and save an equal time for a question period.

In view of all the publicity the Teamsters have had, what would you say to calling your talk, "The Future of the Teamsters." I'll make it anything else that you prefer, needless to say, but I would like to have your choice of topic quickly so that I can publicize the meeting.

We're trying to make the University more attractive as a place for graduate study in Industrial Relations. I'm sure your lecture will help us in that respect.

Cordially,

Joel Seidman

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Rosenblatt
#2

December 16, 1958

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Mr. Joel Seidman, Chairman
The Division of Social Sciences
The University of Chicago
Chicago 37, Illinois

Dear Joel:

Thank you for your invitation of November 18th to
speak at the University of Chicago.

At this time, it appears that I will be in Chicago
on the 9th of January, and I would be very happy to
speak at the meeting you suggest. Thursday,
January 8th would probably be the best time. However,
if this is not giving you enough notice, another date
for later in the month can be made.

When the date is set, I will communicate with you on the
exact topic for my speech.

Very truly yours,

H. J. Gibbons,
Executive Assistant to the
General President

HJG/yh

THE UNIVERSITY OF CHICAGO
CHICAGO 37, ILLINOIS
THE DIVISION OF THE SOCIAL SCIENCES

November 18, 1958

Mr. Harold Gibbons
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington 1, D.C.

Dear Hal:

The Committee on Industrial Relations of the Social Sciences Division is anxious to bring to campus from time to time outstanding people in the labor-management field. I wonder whether you would be willing to speak sometime during this academic year on a topic of your own selection. I think you could assume that most of those in attendance would be graduate students, though the meeting would be open to undergraduate students as well.

It is our experience that a late afternoon meeting, starting at 3:30 or 4 p.m., is probably best for our student body. Mondays through Thursdays are equally good for our purposes, and any date would probably be acceptable except for the final two weeks of the quarter, when examinations dominate the local scene.

I regret that our lack of funds makes it impossible for us to defray travel expenses or to offer even a modest honorarium. I am sure, however, that you will be interested in an opportunity to present a labor point of view to our student body, if your schedule permits.

Would you let me know when you might be able to speak to our students and what topic you would suggest? I think that there would be particular interest in a discussion of the relationship of the Teamsters to the rest of the labor movement. We would need a couple of weeks' notice in order to publicize the meeting.

Cordially,

Joel
Joel Seligman, Chairman
Committee on Industrial Relations

JS:lf

ADMINISTRATIVE FILE

Chicago, University of
X McCollum, John
X

November 23, 1955

Mr. John McCollum, Director
Union Research and Education Projects
The University of Chicago
1126 East 59th Street
Chicago 37, Illinois

Dear Mr. McCollum:

This is a long delayed reply to your letter of
September 23. Please accept my apologies.

I am keenly interested in the subject matter of
your communication and I am sending copies of
your letter and reply to Messrs. Hoffa, Gibbons,
and Steinberg. Perhaps a meeting could be held
in New York during the time of the AFL and
Merger Conventions, which would be some time
during the first ten days in December. I am
asking Larry Steinberg to follow through in
making contact with you.

Sincerely yours,

DB:ja
aw
Enc.

FROM THE OFFICE OF
DAVE DICK, GENERAL PRESIDENT
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
P-2000

LOCAL ADMIN. FILE

20

~~Mr. McCollum~~

X

November 23, 1955

Mr. Lawrence Steinberg
Local Union 20
435 South Hawley Street
Toledo 9, Ohio

Dear Sir and Brother:

Please note the contents of the enclosed correspondence. Will you contact Mr. McCollum toward making whatever arrangements you deem advisable and practical.

Fraternally yours,

DJ:ja
aw
Enc.

FROM THE OFFICE OF
DAVE BECK, GENERAL PRESIDENT
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
17 17
P-255

THE UNIVERSITY OF CHICAGO
CHICAGO 37 • ILLINOIS
INDUSTRIAL RELATIONS CENTER
1126 EAST FIFTY-NINTH STREET

September 23, 1955

Mr. David Beck, President
International Brotherhood of Teamsters
100 Indiana Avenue, N. W.
Washington 1, D. C.

Dear Mr. Beck:

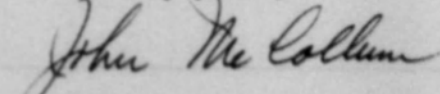
A few days ago I had a short conversation with Mr. Lawrence Steinberg regarding the proposal we made some time ago for an educational institute on labor law and related subjects for the Mid-West Conference of Teamsters. Mr. Steinberg thinks now would be a good time to move along with the program and suggested that I write to you.

Would it be possible for you to call a meeting at your convenience including yourself, Messrs. Hoffe, Gibbons, Steinberg, and myself?

I have a few ideas on how the over-all cost can be reduced. In addition we can discuss such matters as programming and planning of the Institute.

If you think such a meeting is desirable and possible, with a short notice I am available at your convenience for the meeting.

Cordially yours,



John McCollum, Director
Union Research and Education Projects

cc: Mr. Steinberg

